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Rand Refinery: Graduate Programme 2026 Apply Online

Description

Rand Refinery is the largest integrated single-site precious metals refining and smelting complex in the world. With a legacy spanning over 100 years, we are committed to excellence in the refining and smelting of gold and silver. Our Graduate Programme offers dynamic opportunities for talented graduates to embark on a rewarding career journey in the precious metals industry.

Rand Refinery's Graduate Programme is designed to nurture and develop aspiring professionals across various disciplines, including Metallurgy, Engineering, Mining, Business, Finance, and Science. As a participant in our programme, you will undergo comprehensive training and hands-on experience, equipping you with the skills and knowledge necessary to excel in your chosen field.

Responsibilities

- Engage in rotational assignments to gain exposure to different facets of the precious metals industry.
- Collaborate with experienced professionals on projects aimed at driving innovation and efficiency.
- Participate in training sessions and workshops focused on technical skills development, leadership, and business acumen.
- Contribute to strategic initiatives and problem-solving activities within your designated department.
- Demonstrate a commitment to continuous learning and professional growth throughout the programme.

Qualifications

- Bachelor's degree in Metallurgy, Engineering, Mining, Business Administration, Finance, Science, or related fields.
- Graduated within the past two years from a recognized South African institution.
- Strong academic record and extracurricular achievements.
- Excellent analytical, communication, and interpersonal skills.
- Ability to work effectively both independently and as part of a team.
- Demonstrated leadership potential and a proactive attitude towards learning.

Job Benefits

- Competitive remuneration package.
- Mentorship and guidance from industry experts.
- Opportunities for international exposure and career advancement.
- Access to cutting-edge technology and state-of-the-art facilities.
- Networking opportunities with professionals in the precious metals sector.
- Comprehensive support for further education and professional certifications.

Hiring organization

Rand Refinery

Employment Type

Intern

Duration of employment

3 Months

Industry

Armed Forces

Job Location

Johannesburg, Gauteng, South Africa, 2000, Johannesburg, Gauteng, South Africa

Working Hours

09

Date posted

October 28, 2025

Valid through

16.04.2028

Contacts

1. **Prepare Your Documents:** Gather your resume/CV, academic transcripts, and a cover letter. Ensure that your documents highlight your academic achievements, relevant experiences, and why you are interested in joining the Rand Refinery Graduate Programme.
2. **Visit the Careers Page:** Navigate to the Rand Refinery website and locate the Careers section. You can usually find this on the main menu or by scrolling to the bottom of the homepage.
3. **Search for the Graduate Programme:** Look for the specific job listing or section dedicated to the Graduate Programme. This may be labeled as "Graduate Opportunities," "Early Careers," or something similar.
4. **Review the Requirements:** Read through the job description and requirements carefully to ensure that you meet the qualifications and criteria for the programme.
5. **Submit Your Application:** Follow the instructions provided on the website to submit your application. This typically involves creating an account on the company's recruitment portal and filling out an online application form. Upload your resume/CV, academic transcripts, and cover letter as required.
6. **Complete Assessments:** Some companies may require candidates to complete additional assessments, such as aptitude tests or situational judgment tests, as part of the application process. Be prepared to complete these assessments if they are included in the application process.
7. **Keep Track of Your Application:** After submitting your application, keep track of your email inbox and any notifications from Rand Refinery regarding the status of your application. Check your spam/junk folder regularly to ensure that you don't miss any important communication.
8. **Prepare for Interviews:** If you are shortlisted for the programme, you may be invited to participate in one or more interviews. Prepare for these interviews by researching Rand Refinery, practicing common interview questions, and highlighting your skills and experiences that align with the programme.
9. **Follow Up:** After completing your interviews, consider sending a follow-up email or thank-you note to express your appreciation for the opportunity and reiterate your interest in the programme.
10. **Stay Engaged:** While awaiting a decision, stay engaged with Rand Refinery's updates and communications. This demonstrates your continued interest in the programme and the company.